

Annual EEO Public File Report Form

KTVL

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KTVL in Medford, Oregon, and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning October 1, 2011 to September 30, 2012 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-Time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2011 to September 30, 2012

Station(s) Comprising Station Employment Unit: KTVL

Section 1: Vacancy Information

| | Full-time Positions Filled By Job Title | Recruitment Source of Hiree | Total Number of Interviewees from All sources for This Position |
|----|---|-----------------------------|---|
| 1 | Technical Director | Employee Referral | 1 |
| 2 | General Sales Manager | Other Referral | 3 |
| 3 | Multimedia Journalist | Employee Referral | 2 |
| 4 | Accounting Manager | Employee Referral | 3 |
| 5 | Technical Director/Editor | Employee Referral | 3 |
| 6 | Multimedia Journalist | Employee Referral | 2 |
| 7 | Digital Special Projects Assistant | Internal | 1 |
| 8 | Account Executive | Employee Referral | 2 |
| 9 | Producer | sbg.net | 4 |
| 10 | Office Assistant | Employee Referral | 6 |

Total Number of Persons Interviewed During Applicable Period: 27

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2011 to September 30, 2012

Station(s) Comprising Station Employment Unit: KTVL

Section 2: Recruitment Source Information

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for Which This Source Was Utilized |
|---|--|--|---|
| A | 602 Communications 4349 E. Colter St Phoenix, AZ 85018 | 0 0 0 | Multimedia Journalist Technical Director/Editor Digital Sp Projects Asst |
| B | Art Institute of San Francisco 1170 Market St San Francisco, CA 94102 | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Digital Sp Projects Asst Producer Office Assistant |
| C | Asian American Journalists Association 1182 Market St, Ste 320 San Francisco, CA 94102 | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| D | California Chicano News Media Association USC Annenberg School of Journalism One California Plaza 300 S. Grand Ave, Suite 3950 Los Angeles, CA 90071 213-437-4408 | 0 0 0 0 0 0 0 0 | General Sales Manager Account Executive Accounting Manager Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |

| | | | |
|---|---|---|--|
| E | Careerbuilder.com 8401 Greensboro Dr, Ste 250 McLean, VA 22102 | 0 0 0 0 0 0 0 0 0 | Account Executive Technical Director Accounting Manager Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer Office Assistant |
| F | Civilianjobs 1825 Barrett Lakes Blvd Kennesaw, GA 30144 | 0 0 0 | Digital Sp Projects Asst Producer Office Assistant |
| G | Collective Talent 26150 Hersheyvale Franklin, MI 48025 | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| H | Columbia University Graduate School of Journalism 2950 Broadway New York, NY 10027 | 0 0 | Multimedia Journalist Multimedia Journalist |
| I | Craigslist.org | 0 0 1 0 0 0 0 1 | Technical Director Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer Office Assistant |
| J | Department of Mass Communications Idaho State University 208 282-6453 | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| K | Employer Partnership 2400 Army Pentagon Washington, DC 20310 | 0 0 0 | Digital Sp Projects Asst Producer Office Assistant |
| L | Hispanic Link News Service 1420 N. Street NW Washington, DC 20005 202-234-0280 www.hispaniclink.org | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |

| | | | |
|---|--|---|---|
| M | Idaho State University Museum Bldg, Rm 440 Stop 8108 Pocatello, ID 83209 | 0 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer Office Assistant |
| N | Indeed.com 177 Broad Street, 6th Floor Stamford, CT 06901 | 1 1 | Accounting Manager Office Assistant |
| O | Institute of Production and Recording 312 Washington Ave N. Minneapolis, MN 55401 | 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst |
| P | Internal Candidates | 0 0 0 0 0 0 1 1 0 | General Sales Manager Account Executive Technical Director Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer Office Assistant |
| Q | Mr. Marcus Reed Employment Specialist Maryland New Directions 2700 N. Charles St, Ste 200 Baltimore, MD 21218 410-230-0630 | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| R | Mark Shilstone, Manager Medialine.com Box 51909 Pacific Grove, CA 93950 800-237-8073 | 0 0 0 | Reporter/Anchor/Producer Producer Multimedia Journalist |
| S | National Alliance of State Broadcasters Associations | 0 | Producer |
| T | National Association of Black Journalists 1100 Knight Hall, Ste 3100 College Park, MD 20742 301-405-0248 www.nabj.org | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |

| | | | |
|----|---|----------------------------|--|
| U | National Association of Broadcasters 1771 North Street NW Washington, DC 20036 202-429-5499 www.nab.org | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| V | National Association of Hispanic Journalists 1050 Connecticut Ave NW 10 th Floor Washington, DC 20036 202-662-7145 www.nahj.org | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| W | National Black MBA Association 180 N. Michigan Ave, Ste 1515 Chicago, IL 60601 Attention: Debbie Tarrer 312-236-2622 www.nbmbaa.org | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| X | National Hispanic Media Coalition 2514 S. Grand Avenue Los Angeles, CA 90007 Attention: Alejandra Valenzuela 213-746-6988 www.nhmc.org | 0 0 0 0 0 0 | General Sales Manager Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| Y | National Press Photographers Association 3200 Croasdaile Dr, Ste 306 Durham, NC 27705 | 0 0 | Multimedia Journalist Technical Director/Editor |
| Z | Native American Journalists Association University of Oklahoma Gaylord College 395 W. Lindsey Norman, OK 73019 | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| AA | Native American Public Telecommunications 1800 N. 33 rd St Lincoln, NE 68583 Attention: Lynn Warren 402-472-3522 www.nativetelecom.org | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |

| | | | |
|----|---|---|---|
| BB | Oregon Association of Broadcasters 9020 SW Washington Square Mall Road, Suite 140 Portland, OR 97223 Ph: 503-443-2299 Fax: 503-443-2488 | 0 0 0 0 0 0 0 0 0 | General Sales Manager Account Executive Accounting Manager Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer Office Assistant |
| CC | Oregon Employment Department 875 Union St. NE Salem, OR 97311 | 0 0 0 0 0 1 0 0 0 0 2 | General Sales Manager Account Executive Technical Director Accounting Manager Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer Office Assistant |
| DD | Referral | 2 2 1 1 2 1 1 0 0 1 | General Sales Manager Account Executive Technical Director Accounting Manager Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer Office Assistant |
| EE | S. Asian Journalists Association | 0 0 0 0 0 | Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer |
| FF | SBG Website 10706 Beaver Dam Road Cockeysville, MD 21030 Attn: Sharon Pickeral 410-568-1517 www.sbg.net | 0 0 0 0 0 0 0 0 0 2 0 | General Sales Manager Account Executive Technical Director Accounting Manager Multimedia Journalist Technical Director/Editor Multimedia Journalist Digital Sp Projects Asst Producer Office Assistant |

| | | | |
|----|--|---|---------------------------|
| GG | Senior Job Bank P. O. Box 508 Marlborough, MA 01752-0508 Attention: Eric Summers founder@seniorjobbank.org | 0 | Multimedia Journalist |
| | | 0 | Technical Director/Editor |
| | | 0 | Multimedia Journalist |
| | | 0 | Digital Sp Projects Asst |
| | | 0 | Producer |
| HH | Simply Hired 370 San Aleso Ave, Suite 200 Sunnyvale, CA 94085 | 1 | Accounting Manager |
| II | Station Website 1440 Rossanley Dr Medford, OR 97501 www.ktv1.com | 1 | General Sales Manager |
| | | 0 | Account Executive |
| | | 0 | Technical Director |
| | | 0 | Accounting Manager |
| | | 0 | Multimedia Journalist |
| | | 0 | Technical Director/Editor |
| | | 1 | Multimedia Journalist |
| | | 0 | Digital Sp Projects Asst |
| | | 0 | Producer |
| JJ | Talent Dynamics 600 Las Colinas Blvd, Ste 100 Irving, TX 75039 Phone: 214-640-3139 Fax: 214-951-9610 hedding@talentdynamics.com | 1 | Office Assistant |
| | | 0 | Multimedia Journalist |
| | | 0 | Technical Director/Editor |
| | | 0 | Multimedia Journalist |
| | | 0 | Digital Sp Projects Asst |
| KK | tvjobs.com P.O. Box 4116 Oceanside, CA 92052 800-374-0119 | 0 | Producer |
| | | 0 | Office Assistant |
| | | 0 | General Sales Manager |
| | | 0 | Account Executive |
| | | 0 | Technical Director |
| | | 0 | Accounting Manager |
| | | 0 | Multimedia Journalist |
| | | 0 | Technical Director/Editor |
| | | 0 | Multimedia Journalist |
| LL | Urban League of Portland 10 N. Russel St Portland, OR 97227 | 0 | Digital Sp Projects Asst |
| | | 0 | Producer |
| | | 0 | Office Assistant |
| | | 0 | Multimedia Journalist |
| | | 0 | Technical Director/Editor |
| | | 0 | Multimedia Journalist |

| | | | |
|----|---|---|--|
| MM | Veterans Administration Southern Oregon Rehabilitation Center & Clinics 8495 Crater Lake Highway Bldg 224, Rm 257 White City, OR 97503 | 0 | |
|----|---|---|--|

* The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us. However, at this time, the station has yet to receive such requests.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2011 to September 30, 2012

Station(s) Comprising Station Employment Unit KTVL

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTVL

INTERNSHIP PROGRAM

The Station Employment Unit has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.
- Create symbiotic relationship between interns and Station Employment Unit.
- Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.

Eligibility Requirements:

- Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered.
- The applicant must be at least 18 years of age.
- The applicants must be in good academic standing as defined by his or her academic institution.
- The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institution during the quarter or semester in which the intern ship is performed. Interns are not paid.

In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.

Any person interested in an internship should contact the station Employment Unit for more details.

Internship Program Review

From October 1, 2011 to September 30, 2012, KTVL was provided one intern from Southern Oregon University.

JOB FAIR

1. Activity: Southern Oregon University Career Fair.

Date of Station Participation: April 24, 2012

Participating Employees: Kingsley Kelley, General Manager

Brief Description of Activity: This career fair was held on the SOU campus in Ashland, Oregon. General Manager Kingsley Kelley spoke to students about careers in communications, journalism, marketing and business at KTVL. Students received hand-outs detailing eligibility and internships.

2. Activity: National Association of Black Journalists Job Fair

Date of Station Participation: June 21-23, 2012

Participating Employees: Sharon Pickeral, Employment Manager, and Stan Heist, News Talent Manager

Brief Description of Activity: Sharon Pickeral and Stan Heist represented Sinclair Broadcast Group, including KTVL, and met with more than 150 interested people during the 3-day job fair.

EDUCATION

1. Activity: Ashland High School Career Day

Date of Station Participation: February 16, 2012

Participating Employees: David DeRurange, Anchor/Reporter

Brief Description of Activity: Over a hundred speakers met with Ashland High School students to help give insight into 75 different fields in the workforce. David discussed journalism, communications, and the broadcast industry.

2. Activity: One-day job shadow

Date of Station Participation: March 20, 2012

Participating Employees: David DeRurange, Anchor/Reporter

Brief Description of Activity: As a result of David's attendance at the Ashland High School Career Day, a student requested a one-day job shadow with him. The student worked side-by-side with David throughout the day, learning about story idea formation, interviewing, filming and editing, and story writing.

COMMUNITY

1. Activity: Cub Scout Tour

Date of Station Participation: February 22, 2012

Participating Employees: Kingsley Kelley, General Manager, Kevin Lollis, Meteorologist, and Mike Gantenbein, Creative Services Director.

Brief Description of Activity: General Manager Kingsley Kelley gave a tour to a Cub Scout pack from Jacksonville. Twenty scouts, leaders, and parents watched the newscast and discussed careers in TV.

2. Activity: Cub Scout Tour

Date of Station Participation: April 5, 2012

Participating Employees: Sheila Giorgetti, Program Coordinator

Brief Description of Activity: Program Coordinator Sheila Giorgetti gave a tour to Cub Scout Pack 100 from Hoover Elementary School. Ten Tiger Scouts, leaders, and parents watched the 5pm newscast behind the scenes, including an overview of Master Control and Newsroom operations.

3. Activity: Cub Scout Tour

Date of Station Participation: April 24, 2012

Participating Employees: Sheila Giorgetti, Program Coordinator

Brief Description of Activity: Eight scouts and adults from Cub Scout Pack 5 toured that station. They watched the 5pm newscast from behind the scenes.

TRAINING

SBG, Inc. is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.

Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.